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EYES ONLY

AGENDA

Career Service Panel
Office of Research and Development
14 May 1973

0900
Room 607 - Conference Room

1. Review of agenda for 14 May 1973
2. Review of minutes for 3 April 1973
3. Review of minutes for 9 April 1973
4. Report from Chief, Support Staff/ORD
5. Report from Chairman, CSP/ORD
6. Promotability List - GS-12s
7. Competitive Evaluation - GS-13s
(Second Discussion)
8. Promotion Recommendation -
[REDACTED]
GS-12 to GS-13
9. Promotion Recommendation -
[REDACTED]
GS-12 to GS-13
10. Promotion Recommendation -
[REDACTED]
GS-12 to GS-13
11. Nominees for Senior Officer Schools
12. Nominee for the Advanced Intelligence Seminar
13. New business

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CAREER SERVICE PANEL
OFFICE OF RESEARCH AND DEVELOPMENT
14 May 1973

Attendees:

Chairman

25X1A9a

25X1A9a

Executive Secretary

(Joined the meeting at 12:00 Noon)
Recording Secretary

25X1A9a

1. The meeting was called to order at 0910 hours by the Chairman.

2. There were no changes made in the agenda for 14 May 1973.

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3. [REDACTED] moved that the minutes of 3 April 1973 be approved. [REDACTED] seconded the motion. The Panel concurred.

25X1A9a

25X1A9a

4. [REDACTED] moved that the minutes of 9 April 1973 be approved. [REDACTED] seconded the motion with a recommendation that the CSP figure out a way to shorten the minutes. The Panel concurred.

5. The following suggestions and thoughts were made in reference to the CSP minutes:

a. Minutes on tape or in length was thought to have archival value.

b. It was suggested that discussion on employees should be done on tape and kept for record purposes.

c. CSP should have a summary on the minutes.

d. Dr. Stevens, when he attended a CSP meeting,

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5. (Continued)

e. Suggestion was made to summarize right at the meeting with the Chairman making a statement to the Recording Secretary. The meeting discussions would be taped, and the tape filed for future reference.

No decision was reached by the Panel on future procedures.

25X1A9a

6. [REDACTED] stated that the minutes made it clear from the comments that there is a disagreement among the Panel members as to what the Panel is trying to compile in the competitive evaluation. He went on to state that the competitive evaluation criteria seems to be in terms of the employee's potential rather than what the employee is doing now or has done in the past.

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25X1A9a

[REDACTED] stated that the competitive evaluation should make a judgment of the individual on what he has done, and the promotability list should reflect the employee's potential. [REDACTED] felt the CSP should make these differences clear. It was felt the Panel was not doing a proper job if they promote a man and not think about his potential for growth. [REDACTED] questioned [REDACTED] as to whether he would promote a professional in advance of his peers because he offered promise. [REDACTED] felt that the promotability of an individual was based on the employee's competitive evaluation and his potential. The Career Service Panel members then discussed the young professionals with career potential as versus the older, skilled professional.

25X1A9a

25X1A9a

25X1A9a 7. [REDACTED] reported as follows:

25X1A9a

PROMOTIONS:

25X1A9a [REDACTED] Chief, PD/ORD, from GS-15 to GS-16 on 29 April 1973.
25X1A9a [REDACTED], Contract Negotiator, SL Career Service,
PMS/ORD, from GS-11 to GS-12 on 15 April 1973.

RESIGNATIONS:

25X1A9a [REDACTED] GS-5, Secretary Steno, PD/ORD on 27 April 1973
to return to home area.
25X1A9a [REDACTED] GS-6, Secretary Steno, IPA/ORD on 11 May 1973
to join the President's Commission, White House Fellows Group.

REASSIGNMENTS:

25X1A9a [REDACTED] B&F Assistant, GS-9 to DDO from PAS/ORD.
[REDACTED] B&F Assistant, GS-7 to B&F/PAS/ORD from DDO.

THERE WERE NO ADDITIONS, RETIREMENTS OR QSIs.

25X1A9a 8. [REDACTED] also reported the following:

25X1A9a a. [REDACTED] GS-14 was transferring from OSI
to IPA/ORD on 21 May 1973 per action by D/ORD.

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8. (Continued)

25X1A9a

b. [REDACTED] will transfer to OJCS on 27 May 1973.

25X1A9a

9.. The Panel was informed that [REDACTED], DSP/ORD left the Agency on 11 May 1973, and he has taken a position in industry. His official resignation date, however, is 30 June 1973.

25X1A9a 10. [REDACTED] reported the following:

25X1A9a

25X1A9a

a. [REDACTED] has reviewed the Fitness Report Guidelines and has made many changes; the document is being retyped. [REDACTED] will not sign off on the Guidelines until the Fitness Report Guidelines for clerical and secretarial personnel has been prepared. [REDACTED] stated that Dr. Stevens would like to have the Fitness Report Guidelines go out as one package.

25X1A9a

b. There has been no progress on the Career Development Plan.

11. The CSP reviewed the procedures followed to get the totals on the ranking and promotability lists.

25X1A9a

12. [REDACTED] questioned the Panel on why it was considering promotion of GS-12s, ranking #3, #4, and #5 on the GS-12 promotability list, and not #1 and #2. He also asked about the availability of GS-13 slots.

13. The Panel reviewed the procedures followed on making up a promotability list which called for no ranking order.

25X1A9a

14. [REDACTED] moved to approve the promotability list of GS-12s resulting from the CSP deliberations of this date as follows:

25X1A9a

1. [REDACTED]
2. [REDACTED]
4. [REDACTED]

25X1A9a

[REDACTED] seconded the motion. The Panel did not concur.

25X1A9a

15. [REDACTED] moved to hold a special Career Service Panel meeting to attempt once again to arrive at a GS-12 promotability list. There was no second to the motion.

16. The Panel agreed that the promotability list would be submitted in alphabetical order.

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17. The top first five on the promotability list for GS-12s, in alphabetical order was as follows:

25X1A9a

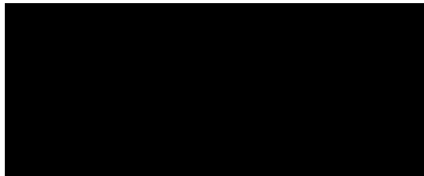


25X1A9a

25X1A9a

18. [REDACTED] moved to adopt the top five men on the GS-13 list as the promotability list as of 14 May 1973. [REDACTED] seconded the motion. The Panel concurred.

19. The promotability list for GS-13s in alphabetical order was as follows: 25X1A9a



25X1A9a 25X1A9a

25X1A9a

25X1A9a

20. [REDACTED] moved to recommend [REDACTED] TA/ORD for promotion from GS-12 to GS-13. [REDACTED] seconded the motion. The Panel reached a consensus. (Note: [REDACTED] abstained from voting on [REDACTED] promotion recommendation.) 25X1A9a

25X1A9a

21. [REDACTED] moved that [REDACTED] be promoted from GS-12 to GS-13 in concurrence with the competitive evaluation and promotability list. [REDACTED] seconded the motion. The Panel did not concur. 25X1A9a

25X1A9a

22. [REDACTED] moved to recommend [REDACTED] DSP/ORD for promotion from GS-12 to GS-13. [REDACTED] seconded the motion. The Panel did not concur. 25X1A9a

23. [REDACTED] suggested that the Division Chiefs involved bring forth for the Panel's consideration at the next meeting, the names of [REDACTED] for promotion. [REDACTED] seconded the motion. The Panel concurred. 25X1A9a

24. The Career Service Panel submitted the following nominee for D/ORD consideration and approval to attend the Program for Management Development, Harvard University, 1974-1975:

[REDACTED] GS-14 25X1A9a
Projects Division/ORD

25. The nominees for the Advanced Intelligence Seminar from 30 May through 19 June 1973 were as follows:

25X1A9a a. [REDACTED] GS-14, IPA/ORD

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26. (Continued)

25X1A9a

b.

[REDACTED] GS-13, TA/ORD

25X1A9a

c.

[REDACTED] GS-15, DSP/ORD

25X1A9a

[REDACTED] was later withdrawn because
of a conflict)

25X1A9a

27. [REDACTED] made a statement of intent to promote
[REDACTED] from GS-13 to GS-14.

25X1A9a

28.

[REDACTED] made a statement of intent to promote
[REDACTED] from GS-13 to GS-14.

25X1A9a

29. The next meeting was scheduled for 4 June 1973.

30. Meeting adjourned at 1305 hours.

[REDACTED] 25X1A9a

Executive Secretary, CSP
Office of Research and Development

APPROVED:

[REDACTED]

25X1A9a

Chairman, Career Service Panel/ORD

Attachments: (2)

Promotability List - GS-12s

Promotability List - GS-13s

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PROMOTABILITY LIST

GS-12s

25X1A9a

25X1A9a

NAME	PROMOTABILITY	RANKING							
	1 (19)	1	2	2	1	2	6	1	5
	1 (19)	2	1	5	2	4=	2	2	3
	1 (19)	3	3	3	3	3	1	5	1
	4 (36)	4	5	7	7	5	5	3	4
	3 (35)	5	7	6	4	7	3	6	2
	2 (33)	6	4	1	5	6	7	4	6
	5 (42)	7	9	4	6	1	8	7	7
	6 (50)	8	6	8	8	8	4	8	8
	7 (62)	9	8	9	9	9	9	9	9

CSP/ORD
14 May 1973

(REVISED #1)

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25X1A9a GS-13s

25X1A9a

NAME	PROMOTABILITY	RANKING							
	1 (10)	3	2	3	1	1	1	1	1
	2 (16)	1	3	1	2	2	3	2	3
	3 (21)	2	4	2	3	4	2	4	2
	4 (27)	4	5	4	4	3	4	3	4
	5 (34)	5	1	5*	6	5	5	5	5
	6 (42)	7	6	6*	5	6	7	6	6
	7 (46)	6	7	7**	7	7	6	5	7
	8 (56)	8	8	8**	8	8	8	8	8
	9 (63)	9	9	9**	9	9	9	9	9

* Have not demonstrated they can perform at
GS-14 level.

** Not GS-14 caliber

GSP/ORD
14 May 1973

(REVISED #1)

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